

# THE INTERNATIONAL JOURNAL OF BUSINESS & MANAGEMENT

## A Study of Impact of Motivation on Productivity of Employee

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### **Abstract:**

*The purpose of this paper is to identify the impact of motivation among the employees performance. Employees act as the backbone for the organization, without this backbone the organization cannot be established and cannot be run. The organization can achieve its goals by motivating the employee's productivity. Motivation established a positive relationship between employee's performance and the growth of the organization. It also creates a healthy environment in the organization and complete satisfaction among the employees related to their work. This research is focus on that the motivation is very important for every organization and how an organization design different strategies to motivating their employees productivity for the better organization growth. The main aim of this research is to find out the way used by the particular organization to motivating their employees' productivity.*

**Keywords:** motivation, employee productivity, performance, environment

### **1. Introduction**

Today, in Globalization era every organization and business wants the progress. There is a high competition in the market, every organization have to perform very well for their existence. The organization can get success in this global market with its employee's performance and the motivation is the one of the factor which helps in increase employee's productivity. The motivation is the process of motivating the employees towards their works. Motivation is necessary for all public and private organizations and it is the key factor for the success of any organization. Employee's performance influence by various factors in the organization, motivation is one of them. It is a feeling that an employee lacks something. This feeling creates dissatisfaction among employee and affects his performance. The employee's dissatisfaction can be changed into full satisfaction with the help of motivation. Thus motivation increases the efficiency of employee's productivity in the organization and it is a goal oriented process. Every organization should adopt the some special motivation techniques like money, reward system, promotion, participation, quality of work life, job enrichment and some others.

### **2. Literature Review**

#### *2.1. Motivation*

Motivation is derived from the word 'motive'. Motive refers to the needs, wants, drives, impulses within individuals. Motivation may be defined as the process of stimulating people to action, to accomplished desired goals. It involves arousing needs and desires in people to initiate and direct their behaviour in a purposive manner. Motivation is a psychological phenomenon, which arises from the feeling of needs and wants of individuals. It causes goal directed behaviour. According to Webster's New Collegiate Dictionary, a motive is "something a need or desire that causes *Motivation* a person to act". "Motivate, in turn, means "to provide with a motive," and motivation is defined as "the act or process of motivating". Consequently, motivation is the performance or procedure of presenting an intention that origin a person to capture some accomplishment (Shanks.N. H.). According to Butkus & Green (1999), motivation is derived from the word "motivate", means to move, push or influence to proceed for fulfilling a want strengthens behaviour, gives route to behaviour, and triggers the tendency to continue (Farhad et al, 2011).

There are number of views of literary personalities relating to motivation and motivational theories. Content theories give us a lead to know about people's needs and the things which are necessary for motivation work:

- Maslow's Needs Hierarchy;
- Herzberg's theory of Two Factor;
- Alderfer's Hierarchy of Needs That Contains Three Part;
- McClelland's Motivational Achievement theory.

## 2.2. Effect of Motivation on Employees' Productivity

According to the Cambridge International and Oxford Advance Learner's dictionary the term productivity has been defined as the rate at which goods are produced with reference to number of people and amount of materials necessary to produce it. Productivity is the utilization of resources in producing a product or services (Gaissey, 1993). It is the ratio of output (goods and services) and input (labour, capital or management).

Employee's productivity is affected by the several factors. Motivation, team building, training and job security have a significant impact on employee's productivity. Employee's productivity cannot be achieved without improving the skills and efficiency of employees

## 2.3. Motivational Factor

Every organization adopts different motivational factors for motivating their employees. Some common motivational factors are given below.

- Reward system: Reward is one of the most important motivating factors. Reward means anything which is given in return of good performance. Reward may be in financial or non financial form. It is very important tool for securing better utilisation of employee's productivity.
- Promotion: Promotion is defined as a movement to a position in which responsibilities and presumably prestige are enhanced. Promotion depends upon capabilities and good performance of employee.
- Job Enlargement: It is also a motivating factor adopted by the organisation as a means for motivating their employees. Job enlargement involves performing a variety of jobs or operation at the same time.
- Job Enrichment: Job enrichment means designing jobs in such a way that it includes a variety of work content. It offers a number of benefits in the organisation.
- Empowerment: It is the process which enables employees to set their own work goals and solves problems within their sphere of responsibility and authority.

## 3. Objectives of Study

- The main objective of this research is to investigate the impact of motivation on employee's performance.
- To determine how motivation improves the employee's productivity.
- To examine the different ways of motivating the employees adopted by the organisation.
- To establish the healthy environment in the organisation.
- To establish a good relationship among the employees and create a good cooperation between employees and managers.

## 4. Research Methodology

The research methodology used in this paper to examine the impact of motivation on employees productivity is based on secondary data. In this research paper the data is collected from selected organisation and the analysis is done based on this secondary data which is already recorded by others. The data has been collected from booklets, journals, magazines and governmental articles.

## 5. Findings

Findings of this research points out that the motivation significantly affects the employees productivity. Timely given salary, reward, promotion are the motivation factors which influence the employees efficiency and productivity. Salary is the chief economic source of income for employee so they give more attention towards money. During this we found that many organisations give bonus in form of money for motivating their employees. Thus money is an important motivator. Job security is the another factor which influence the employee for achieving the organisation goals. Non financial motivation like appreciation, respect, growth are also helpful in motivating the employees. A well and highly motivated employee always perform well and also motivate the others. Employees are the central part of the organisation, so they need to be influenced and motivated towards their work.

## 6. Result and Discussion

This study revealed that the motivation shows the positive result on the employees productivity. It also changes the employees behaviour in the organisation. The management of the organisation makes necessary effort at implementing different motivation techniques. Motivation is important in everything which we want to do, especially at workplace.

The following suggestions are offered for motivating the employees.

- There should be mutual understanding and good relationship between managers and workers.
- Managers should be self-motivated and always try to motivate the other employees.
- Employee should have participating quality and put their view in decision making.
- The organisation should make efforts to improve the skills of employees and provide them better working condition.
- The organisation should find out the weakness of their employees and try to convert their weakness into strength.
- Senior employee should encourage and appreciate the junior employees.
- The organisation should set up policies for improving employees productivity keeping in mind employees satisfaction.

## 7. Conclusions

Motivation plays an essential role in enhancing employee productivity. Organisation should have the motivating quality for their employees. This is done by appreciating them for their work done and giving them participation in decision making. The management of the organisation should adopt the good and positive motivational techniques to increase the morale of the workers towards productivity and performance. Finally the management of the organisation should also try to make a healthy relationship between employees and organisation.

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